

High Sick Leave Consumption Zoo

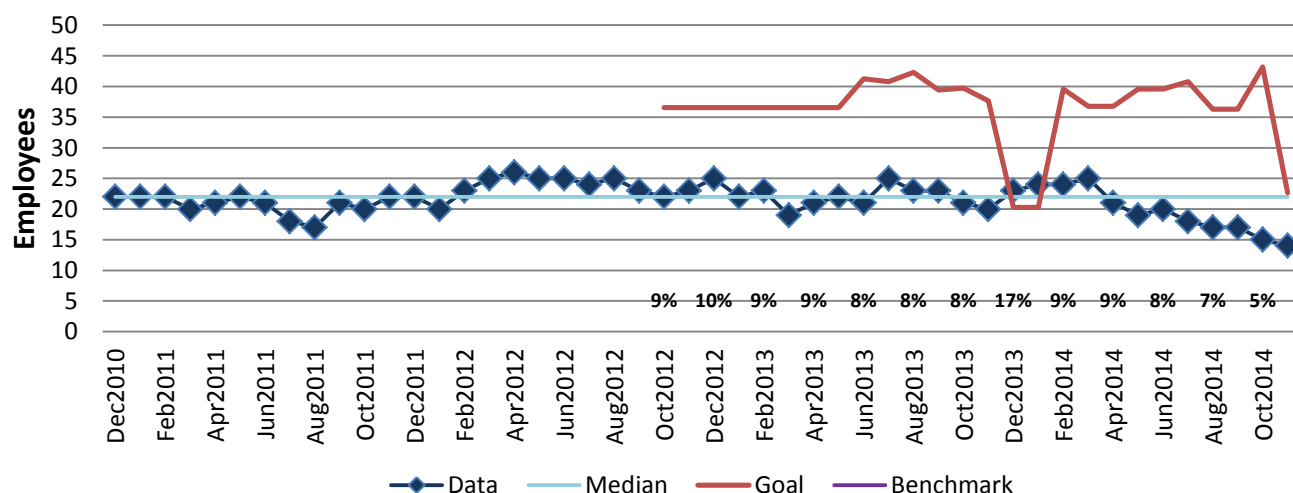


KPI Owner: Cathy Bowling

Process: Sick Leave Management

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary		
Baseline: CY 13, 21.5 Monthly Average Goal: <=15% of all employees w/ High Sick Leave Consumption Benchmark: 11% LMG Top Quartile Oct2014		Data Source: Payable Time Peoplesoft Goal Source: Enterprise KPI for productivity Benchmark Source: OPI sick leave study	Plan-Do-Check-Act Step 8: Monitor and diagnose Measurement Method: The number of employees in a department who have used 9 or more out of 12 sick days in a 12 month period Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Continue to Monitor and Diagnose		
How Are We Doing?					
Nov2013-Nov2014 12 Month Avg Goal	Nov2013-Nov2014 12 Month Average		Nov2014 Goal	Nov2014 Actual	
34	20		23	14	
Employees	Employees		Employees	Employees	

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There is no gap between current performance and the goal.